



The Torch

The official newsletter for Indiana state employees

Compensation for state employees continues to increase

What's up – salaries, opportunities to bump employee pay

Since taking office in 2005, Governor Daniels has made properly compensating state employees a top priority. Gov. Daniels has increased base salaries for state employees, improved health benefits and added opportunities for employees to increase their compensation. All this while balancing the state's budget.

State employees have seen their salaries increase steadily each year. In 2006, employee salaries were increased by two percent. In 2007, with the advent of pay for performance, the average salary increase was 4.2 percent. The average salary increase for 2008 is expected to be 4.8 percent.

For 2008, all state employees will receive a 1.5 percent increase which has already been implemented. That increase was reflected on the last checks in 2007. This increase is in addition to pay-for-performance salary increases. Those whose performance evaluations "meet expectations" will receive an additional three percent performance-based increase for a combined total pay raise of 4.5 percent. Staff who "exceed expectations" will receive an additional 8.5 percent performance-based increase for a

combined total pay raise of 10 percent. The pay for performance increases will show up on the last check in February.

Health benefits have also improved. Over the last three years, the governor has authorized increases in the state's contribution to employee health insurance. He has expanded health care coverage from traditional insurance to include the highly touted high deductible health plans, which allows employees to have better control of their healthcare costs.

Dental insurance for 2008 is now under one plan and features increased benefits at no cost to employees.

Those improvements include:

- 100 percent in-network coverage for preventive services, such as routine cleaning exams, bite wing x-rays and fluoride treatment for children up to age 14
- 60 percent coverage for dental implants

- Annual maximum increased from \$750 to \$1,000 per person
- Annual orthodontia lifetime maximum increased from \$750 to \$1,125 per person

In 2007, a health coaching program, One Care Street, was initiated. State employees participating in the program received \$260 if they had single coverage, or \$390 for family

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Original artwork by
Jerry Williams - SPD

Annual State Employee Total Compensation Increases

Year	Salary	Health/ Benefits	Spot Bonus	Total
2002	0.00%	3.68%	0.00%	3.68%
2003	0.00%	3.50%	0.00%	3.50%
2004	2.00%	2.73%	0.00%	4.73%
2005	2.00%	1.61%	0.00%	3.61%
2006	2.00%	2.15%	0.23%	4.38%
2007	4.20%	1.13%	0.22%	5.55%
2008	4.80%	1.37%	0.41%	6.58%

Above is a graph demonstrating the increased trend in total compensation for state employees during the Daniels administration

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Those who served are now being served

Julie Haskell takes care of veterans for a living, but she herself is a veteran. She is a veteran of 11 years as a state employee at the Indiana Veterans Home.

“This is a good place to work,” says Haskell. “People who work here have to be extra caring. We love the residents and we love serving those who served.” She added that state employees must have the ability to meet the special needs of the veterans and their family members. “As state employees and citizens, we really appreciate the service that our veterans have done for our country, so our taking care of them is, in a way, honoring them.”

The Veterans Home covers over 200 acres and has seven buildings housed upon it. Inside those buildings are veterans from 22 years of age to 94, male and female. They all have at least one connection – they have either served in the United States military or are the spouse of a U.S. veteran.

According to Haskell, there are criteria for becoming a resident: you must be an Indiana resident for at least three years, served in the U.S. military

at least one day during a time of conflict/war, served in active duty for 90 days and you must have a condition that warrants being at the Veterans Home.

There are 280 residents at the Home, who are served by 400 state employees. Eighty percent of the residents are male, 20 percent are female. Of the female living at the Home, 13 are veterans, whose service records range from World War II to the Viet Nam War. The remaining female residents are spouses of U.S. veterans. Male residents served in World War II, the Korean Conflict, Viet Nam, Gulf War and the current Iraqi War.

Haskell said the Home provides two levels of care: Comprehensive nursing care, which requires round-the-clock nursing assistance and independent living, where residents can take care of themselves.

In addition to the Home, the property boasts a Veterans Affairs Clinic, which serves residents of the home, as well as veterans in the community.

For learn more about the Indiana Veterans Home, visit the Web site at www.in.gov/isdh/about/ivh/.

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What's up -- salaries, opportunities to bump employee pay

coverage. The program also provides behavioral health coaching for state employees and their families, at no cost to the employee or their family. In addition, the Governor implemented a tobacco-free incentive. For employees who agreed to be tobacco free for the year, their deductible was reduced by \$500.

Two years ago, Governor Daniels implemented the Spot Bonus program as a way to reward state employees on the spot. The spot bonus program is open to all agencies and has very few rules. The awards range from \$100 to \$1,000 and are intended to reward outstanding performance ‘on the spot.’ To date, nearly 6,000 state employees have received spot bonuses, at a cost of \$1.9 million.

The Governor’s Public Service Awards is another program the Governor uses to recognize state employees who have attempted to improve state government. Those efforts include stretching taxpayer dollars, improving customer service and/or creating a more efficient government. Since taking office, Gov. Daniels has honored 137 employees through this program. Employees can earn up to \$1,000 through this program.

Torch Snapshot



Governor Daniels and Major General Umbarger with members of the first graduating class of the Indiana National Guard Hoosier Youth Challenge Academy, a program that helps high school dropouts finish their high school education and prepare for employment. The governor spoke at the group's commencement ceremony. (photo provided by Governor's Office)

Two tries, two years, two wins for IDEM employees

For the second year in a row, the Indiana Department of Environmental Management (IDEM) fielded a team in the Indiana Sports Corporation's (ISC) Corporate Challenge and won. A total of 62 teams competed in the day-long event.

IDEM dominated the running events and was the highest scoring team in the challenge. The agency won the Division 3 title. There were four divisions, each based on the number of employees in the organization.

According to IDEM's Dave Appel, the event has proven to be an excellent morale booster and a platform for forming new relationships within the agency. He encourages other state agencies to compete in next year's event.

In addition to 5K and five-mile races and fitness walks, participants also competed in Good Sport events such as tug-of-war, cornhole, Frisbee toss and golf chipping challenge.



For more pictures from the event, visit [The Torch online](#).

Points were also awarded to teams for donations made to the Geared for Health: Sports Equipment for Kids program and Gleaners Food Bank. A total of 34,235 lbs. of food was donated to Gleaners Food Bank and 3,900 lbs. of equipment was collected for the Geared for Health Program.

Members of IDEM's winning team

Dave Appel, Nahir Bacardi, Matt Baller, Craig Barker, Patrick Beeler, Joyce Billington, Theresa Bordenkecker, Patrick Brady, Faye Brookins, Rosemary Cantwell, Ed Cohen, Mia Coltrane, Brian Davenport,

Alfred Dumual, Gloria Eley, David Forsee, Lisa Frost, Sean Gorman, Chris Halloran, Nancy Halloran, Bill Harkins, Virginia Harris, Robert Henry, Mary Hollingsworth, Susan Horein, Dorel Hunt, Ernest Johnson, Judy Kennedy, Mary Lewis, Jim Lindley, Lance Mabry, Daniel Mains, Jennifer Mains, Brenda Mathews, Lynn Means, Liz Melvin, Jeff Moody, Bridget Murphy, David Parry, Terry Ressler, Ken Ritter, Sandra Roberts, Tamara Roberts, Gary Romesser, Rick Roudebush, Sara Slater-Atwater, Lisa Smith, Bobbi Steiff, Ali Stephan, Jim Sullivan, Lynne Sullivan, Debbie Sutton, April Swift, Corliss White, Ruth Williams and Joe Woods.

Something to avoid in the new year – the flu virus

The winter season has at least two mainstays: cold weather and flu viruses. While there is not much we can do about the weather, we can reduce our risk of contracting the flu.



According to the Centers for Disease Control and Prevention, flu viruses spread mainly from person to person through coughing or sneezing of people with influenza. Sometimes people may become infected by touching something with flu viruses on it and then touching their mouth or nose.

Most healthy adults may infect others a day before symptoms develop and up to five days after becoming sick. That means that you may be able to pass on the flu to

someone else before you know you are sick, as well as while you are sick.

The single best way to prevent the flu is to get vaccinated each year, but good health habits like covering your cough and washing your hands often can help prevent respiratory illnesses. There also are flu antiviral drugs that can be used to treat and prevent the flu.

Below are suggestions offered by the Centers for Disease Control and Prevention.

Avoid close contact with people who are sick. If sick, keep your distance from others to protect them from getting sick, too.

Stay home when you are sick. Stay home from work, school, the mall

– just stay home. You will help prevent others from catching your illness.

Cover your mouth and nose with a tissue when coughing or sneezing. It may prevent those around you from getting sick.

Washing your hands often will help protect you from germs.

Avoid touching your eyes, nose or mouth. Germs are often spread when a person touches something that is contaminated with germs and then touches his or her eyes, nose or mouth.

Practice other good health habits. Get plenty of sleep, be physically active, manage your stress, drink plenty of fluids and eat nutritious food.

Classifieds -- wanted, for sale, for free, for now



2001 F-250 4x4
Lariat Quad cab;
black, AM/FM 6
disk cd player, tan
leather interior,
wood grain on
doors, all power,
temp. & direction
gauge, tinted

windows; stainless door handles,
stepping bars & on bottom of truck,
new folding tanto cover, bed liner.
\$13,800. Call 765-860-3995 or e-mail
Cnethernton@aol.com

25" Orion TV w/ remote or 25" RCA
TV/VCR combo w/ remote; great
condition, 3-4 yrs. old. \$85 each. E-mail
abblinn@juno.com

1977 Chevy Monte Carlo; burnt
orange w/cream landau roof; excellent
condition,
43K original mi. \$10,000. 1969 429
engine & C6 transmission; engine
redone; 30K mi. on engine. \$3,500.
Call Brenda, 317-834-4870, or e-mail
huskersia@yahoo.com

Black silver 7 cell phone/IPOD
(Cingular service); features camera/
voice dial & speaker, in-home & car
chargers, ear piece, manual, several ring
tones; excellent condition. \$60. Call
Jackee, 317-691-8913.

2006 black Dodge Charger R/T; grey
leather interior, excellent condition.
41K mi. \$25,000.
Contact lisakay1965@sbcglobal.net or
317-408-7940.

Wicker chaise lounge chair, dark color
w/ cushion. \$100 obo. Wicker cheval
glass mirror w/ wrought iron base. \$50.
Both excellent condition. Phone 812-
405-2149.

Lightly used ProForm Elliptical Cross
Trainer. \$150 obo. Contact Bryland.
sutton@gmail.com

2005 FLHT Harley Davidson; maroon,
Super Size tour package, CD player,

tinted windshield, perfect condition, 10K
mi. \$14,900. Call Jan 317-946-0433 or
Chuck 317-392-9576.

2004 Harley Davidson Ultra Classic
Electra Glide; Glacier white pearl,
AM/FM/CB/CD, cruise control, 88
cu" engine, Race Tuner, 2 into 1
Thunderheader, upgraded lights; 21,500
mi. \$14,800. Call Phil, 317-272-9973, or
e-mail peaton@indy.rr.com

Need: state employee/friend/family
member who can play adequate guitar/
good keyboards for state employee/
friends tribute band to Garbage; role is
Duke Erikson, major guitar/key work
not required. Contact Joel, 317-748-
7610.

Murray 24' boy's 10-sp mountain bike,
dark blue/black, frame in very good
condition. \$45. Murray 26' woman's
1-sp coaster bike; teal, almost new
condition, not being used. \$35. E-mail
mareamanda@comcast.net or phone
317-745-1592.

2002 Honda Civic EX; ruby, 4 cyl, AT,
AC, power windows & locks, moon
roof, warranty till 8/09, excellent
condition, 35K mi. \$11,000. Call 317-
356-3939.

2004 Red Jeep Rubicon, charcoal
gray hardtop, 4WD, 6 cyl, 5 sp, tinted
windows, locking lugnuts, AM-FM-
CD, soundbar in hardtop, subwoofer in
middle console, shoulder harnesses front
& back, cruise, tilt wheel, Warn winch
& winch covers, running boards, new
brakes & tires, custom waterproof seat
covers, 41K mi. \$19,900 Call 317-849-
1102 or e-mail dbluebird51@peoplepc.
com

1999 Toyota Tacoma; tan, 4 WD, 5
sp manual, regular cab, new tires,
tinted windows, bed liner, excellent
condition, 95K mi. \$9,900 obo. E-mail
ce1974am@yahoo.com

Cable-Nelson upright piano & bench;
light brown, excellent condition. \$600.
Contact Donna, dborgerding@sbcglobal.

net or 317-501-0168.

1997 Cadillac Eldorado ETC; loaded,
well maintained, diamond white
exterior, tan interior, engine 45K mi;
119K mi. \$6,500. Call 765-472-2202 or
e-mail jan.mcginis@sbcglobal.net

1996 Honda Accord EX; black, V6,
AT, ABS, black, excellent condition;
power doors, windows & seats; cruise
control, leather, moon roof, new tires,
CD player, spoiler, alloy wheels. 132K.
\$4,200 obo. 2001 Honda Odyssey EX;
dark grey, excellent condition, ABS,
front & rear A/C & audio/fan controls,
security, power sliding doors, CD
player, power seat, quad seating, alloy
wheels, 124K mi. \$7,900 obo. E-mail
efimandanna@yahoo.com or call 317-
809-9099.

State employees submitting items for sale must agree to the following rules:

- Contact information must include either a phone number (home or cell, no state numbers) or a home e-mail address. Include your area code!
- Ads must be submitted via e-mail to spdcommunications@spd.in.gov, the items must be included in the body of the e-mail, no photos or attachments. No bold or italic type, no ALL CAPS.
- There is a limit of one ad per employee per issue. Each ad has a limit of three items.
- Deadline is the 10th of the month prior to the next issue.
- If garage sale, need to list times, date, street address and town.
- No selling of animals; but we will list if the animal is "free."
- No real estate, for sale or rent.
- No Avon, Mary Kay, vitamins, etc.
- No businesses or professional services (i.e., tax preparation, car repair, animal breeding, etc.).
- Ads will run for one issue only.
- State Personnel Department staff reserves the right to edit and/or refuse any ads.

Old scam recycles its way onto e-mails

There is a new twist in phishing scams, as illustrated with the CUNA example below. State employees can expect to see such messages in the future if they have not already.

Instead of embedding a web link in an e-mail to obtain personal information (account numbers, passwords, pins, etc.), criminals are now using toll free numbers. This type of fraud is apparently convincing a much higher percentage of people to turn over their credit card information than typical phishing scams.

The scam ultimately works the same. The number is phony, established by thieves, and targets the same personal information web links have in previous adaptations.

It does have an added degree of danger because toll free numbers are harder to shut down than web servers.

To avoid becoming a victim of a phishing scam, IOT offers this advice:

1. If a message is threatening or too good to be true, delete it.
2. If a message seeks personal information through a web link or toll free number, delete it.
3. If you believe a message is legitimate, confirm this by contacting the company either by entering its web address in a browser or by calling the customer service number. Do not use any web addresses or phone numbers listed in the message but rather find them through reputable sources.

PHISHING example

CUNA will never contact you to obtain your personal financial data via any means, including email, USPS mail, instant message, etc. Why not? If you are a member, we already have it. If you receive any type of solicitation for that information, do not provide it--it is a fraudulent scam.

If you receive any -emails requesting this information, do not provide it, and do not click on embedded links in the email. Clicking on them may install spyware, Trojans, keystroke loggers, or other malicious software aimed at capturing your login credentials. See What is "phishing" section below for more information.

Due to unusual levels of fraud we have had to suspend any future authorizations being conducted with your Check Card. Your Check Card is now inactive.

How to re-activate your card.

Call our Card Department from Monday through Friday, 7 a.m. to 7 p.m., and 8 a.m. to 1 p.m. on Saturday.

Toll-Free (877) 228-0944

Our automated system allows you to quickly activate your card.

Stephanie Lounsbery
Credit Union Card Department
(877) 228-0944

We apologize for any inconvenience this may cause.

2007 Credit Union National Association



Hon. Mitchell E. Daniels, Jr.,
Governor of Indiana,

Dr. Martin Luther King, Jr.
Indiana Holiday Commission

Indiana Civil Rights
Commission

cordially invite you to attend

**"A LEGACY OF FREEDOM:
REMEMBERING A KING"**

THURSDAY, JANUARY 17, 2008
NOON

Indiana State Museum
The O'Bannon Great Hall
650 West Washington Street
Indianapolis, Indiana 46204

RSVP by Jan. 11, 2008
Debra Bluitt—
317.233.0534
dbluit@crc.in.gov



Volunteer efforts pay off with a trophy

State employees at the Evansville Psychiatric Children's Center (EPCC) spent several evening and weekend hours, including Veteran's Day, planning and decorating a float to enter in the local parade. Their results paid off as the float won "Best Amateur Float" in Evansville's 19th annual downtown holiday parade.



EPCC employees and their children pose with their trophy in front of the "Best Amateur Float."

The EPCC Express train, decorated as "Let it snow – winter wonderland" sported a snow globe with blowing snow, three cars with giant snowflakes and a snow fort. Two of the snowflakes were lit and revolved on the cars. The snow fort was topped with an eight foot snowman and a snowball fight

was depicted inside the car.

Holiday floats created by EPCC employees have always made it to the winner's circle.

WorkOne food drive replenishes food pantries

More than 10,000 food items were collected for needy Hoosiers at the state's WorkOne employment centers during a November food drive. The items were collected at participating WorkOne and WorkOne Express Centers and then donated to food pantries throughout Indiana.

According to reports submitted from the WorkOne Centers, a two-person team from the WorkOne Express Center in Morocco in Newton County collected 449 cans and was the top center in terms of items collected per employee. In addition, the Vincennes WorkOne Center brought in the most cans on a total basis, collecting 1,742 cans.



Brown one of the fortunate few to finish

Dick Brown raised \$555 for St. Jude's with his participation in the Chicago Marathon. The City of Chicago raised the heat index.

Brown's first experience with the Chicago Marathon, held every fall for the past 30 years, just happened to be a history-making marathon. It was the City's hottest marathon in history. So hot, in fact, that of the 45,000 registered to run the race, only about 36,000 started the race. And of those, about 25,000 struggled across the finish line.

Still, Brown, Assistant Superintendent of Operations at the Rockville Correctional Facility, said the marathon was a great experience for him. He counted himself among the fortunate few to finish the race.

"My race pace was 11:32 per mile," he said. "I was hoping to have a 9:55 time or less per mile pace, but could not accomplish that due to the heat." Brown added that some 300 runners had to be taken by ambulance to local hospitals and several thousand runners received medical attention at the aid and medical stations along the route. The fire department attempted to help cool down the runners by turning on fire hydrants so that runners could run/walk through the water.

Still, Brown plans to continue running. "Even though things were rough that day," he said. "I am very glad to have participated in the race." He has already lined up two races, one in Louisville in April and Indianapolis' own Mini-Marathon. He has even convinced two state employees from Wabash Valley Correctional Facility to run those two races with him. They start their official training in January and said they are looking forward to it.

Top 10 reasons to quit this year

10. You can save money.
9. No more standing out in the cold to smoke at work.
8. Your car, clothes, hair, house...just about everything... will smell better.
7. You won't have to pop a breath mint to kiss someone.
6. Those yellow stains on your fingers will vanish.
5. You'll have fewer burn holes in your clothes and furniture.
4. Your mouth won't taste like an ashtray in the morning.
3. You can improve your health.
2. You could reduce your rates on insurance policies.



And the number 1 reason you should stop smoking this New Year:

1. For yourself, your family and your friends.